

Bradford District Care Trust

Equality, Diversity and Human Rights Strategy

2010 - 2015



Foreword from Professor Carol Baxter CBE

The NHS developed its first national approach to equality and diversity in 2000 (Department of Health, 2000) – which was underpinned by an implementation programme called Positively Diverse. Bradford District Care Trust has a long history of providing leadership in terms of managing diversity. This programme was developed by the late Barbara Burford and implemented within the old Bradford Community Health Trust. The Trust has built on this legacy by becoming NHS Employers E&D Partners in 2009 and subsequently in 2010 were awarded 'Associate E&D Partners status' by NHS Employers as a demonstration of leadership around equality and diversity and continued partnership working with NHS Employers

The *Next Stage Review* established a shared vision of an NHS that has quality of care at its heart – quality that spans safety, effectiveness and the patient experience. This has given the NHS a common language, a way of talking about quality across the system, focused on improvement and responsiveness for the benefit of all patients, service users and diverse communities.

Bradford District Care Trust aspires towards; firstly, having objective and fair processes and procedures, which are audited regularly. Secondly, a skilled workforce that is aware of the effects of biases and prejudices on their decision-making; and managers that manage diversity effectively whilst stressing excellence in individual and team performance. And finally a culture that empowers through its openness, engendering trust between all individuals through an absence of prejudice and discrimination

This strategy is one of many ways that the Trust aims to facilitate the transfer of good equality and diversity practice across the organisation and support staff to look at the issues of equality and diversity and working together to build an a Trust that meets the needs of a diverse population and service that delivers high quality services to all communities.

In doing so not only will the Trust be legally compliant but also be viewed as a Model Employer and leaders in the management of diversity locally and nationally.



Professor Carol Baxter CBE
Head of Equality, Diversity and Human Rights

1.0 Foreword from the Chief Executive, Simon Large

1.1 Welcome to Bradford District Care Trusts Equality, Diversity and Human Rights Strategy 2010 - 2015. Bradford District Care Trust is a place where the importance of equality, diversity and human rights is understood and valued. We are committed to ensuring our service users, carers, our staff and local people are treated fairly, without discrimination and with respect regardless of their age, disability, gender, race, religion / belief, sexual orientation or Trans status.

1.2 Over the past 5 years we have worked hard to embed equality into all that we do. A measure of our success in achieving this has been our consistent status as a lead site in the NHS Employers Positively Diverse programme.

1.3 This strategy therefore pulls together all of the existing work that we have developed across the Trust into one strategic document presenting a vision for continuation of that work and the development of new initiatives which will persist in tackling inequalities and promoting equality.

1.4 We want this document to act as a charter of what you can expect from Bradford District Care Trust in the delivery of our equality work. We have developed pledges that document the spirit and commitment that we have made for each of the pieces of legislation, activities and assurance methods that we deliver and intend to deliver over the five years of the strategy.

1.5 This strategy sets the framework for the delivery of the Trusts Single Equality Scheme. The Single Equality Scheme includes the detailed objectives that we are delivering to tackle inequality, discrimination and promote equality and human rights.

1.6 We want this document to be used and owned by our stakeholders over the next five years. We know that in order to succeed with equality, diversity and human rights work we need to work closely in partnership with the local community, our staff, service users, carers and Trust Board. The launch of this document is a testament to what we have already achieved in partnership. The next phase of that development will be an exciting time for all involved.

2.0 The Case for Equality

2.1 The number of laws passed to protect people from discrimination and unfair treatment as a result of their age, disability, gender, ethnicity, religion or belief, sexual orientation or Trans status shows that there has been progression in how seriously equality is regarded within the UK.

2.2 However their existence and the ongoing introduction of new legislative proposals also show that there is ongoing discrimination and inequality within our society that need protection from the law.

2.3 At Bradford District Care Trust we are committed to not only complying with the law but to using that as a basic expectation in our equality work.

2.4 We know that there is a positive relationship between the existence and implementation of effective equal opportunities policies and initiatives and the outcomes experienced by employees; including job satisfaction, retention, reduced stress levels and increased productivity.

2.5 We also know that by being an attractive, trusted employer and a responsible community member we will deliver better services that meet the needs of local people. To do this we know that we need to develop strong and trusted relationships with our local partners within the community, voluntary and faith sector, public sectors and neighbourhoods.

2.6 We understand that as an NHS organisation we are in a unique position to make a difference to inequality; particularly within health services. We recognise that we should use our position and ability to uphold the NHS Constitution principle to

2.7 'Provide[s] a comprehensive service, available to all irrespective of gender, race, disability, age, sexual orientation, religion or belief. It has a duty to each and every individual that it serves and must respect their human rights. At the same time, it has a wider social duty to promote equality through the services it provides and to pay particular attention to groups or sections of society where improvements in health and life expectancy are not keeping pace with the rest of the population'.

2.8 This strategy brings together the work that we undertake at Bradford District Care Trust in relation to equalities into one document. It sets out our framework for delivering equality and our pledges for ensuring we do it well and to the standard expected by our staff, service users, carers and community.

3.0 Equality and the Law

3.1 It feels like an exciting but challenging time within the equality agenda. The Equalities Bill published earlier this year continues to increase the expectations for public sector organisations like Bradford District Care Trust to further strengthen their focus on fairness, equality and human rights. The law now protects people with the following characteristics:

- Age
- Disability
- Gender
- Race (ethnicity)
- Religion or belief
- Sexual Orientation
- Transgender
- *Socio-economic group* (proposed within the Equalities Bill)

3.2 Pledge

We will not only comply with the legislation set out above but we will work towards making compliance the minimum standard in equality, diversity and human rights at Bradford District Care Trust.

3.3 This strategy outlines Bradford District Care Trusts commitment to not just comply with the law but to extend equality outcomes beyond the basic level of compliance for all of the groups listed above and for all through respecting the Human Rights Act 1998.

3.4 The law itself is comprehensive and includes over 15 independent acts. They are;

3.5 Equal Pay Act 1970

Entitles an individual to the same contractual pay and benefits as a person of the opposite sex working in the same employment and doing equal work or work of equal value.

3.6 Sex Discrimination Act 1975

Prohibits sex discrimination against individuals in the areas of employment, education, and the provision of goods, facilities, services and premises.

3.7 Race Relations Act 1976

Makes discrimination on grounds of race unlawful in the areas of employment, education, and the provision of goods, facilities, services, and premises unlawful.

3.8 Disability Discrimination Act 1995

Prohibits discrimination against disabled people in the areas of employment, provision of goods, facilities, services and premises, education and transport.

3.9 Human Rights Act 1998

Anyone who feels that their rights have been breached by a public authority under the Act can take the authority to court. There is a more comprehensive breakdown of the protected Human Rights later on in the strategy.

3.10 Sex Discrimination (Gender Reassignment) Regulations 1999

Provides protection from discrimination to those who have undergone, are currently undergoing, or intend to undergo, gender reassignment on the grounds of sex, in matters of pay and treatment in employment and vocational training.

3.11 Race Relations Amendment Act 2000

Places a general duty on public authorities to promote race equality throughout all their functions.

3.12 Pledge

Race

- **We will harness our differences to create a productive environment in which everyone feels valued.**
- **We will ensure talents are being fully utilised and promoted to meet organisational commitment to race equality for service users, carers and staff.**

- **We will build meaningful consultation partnerships with service users, carers and staff from currently under-represented minority ethnic groups in the consultation process.**
- **We will drive improvements in access, experience and outcomes for Black and Minority Ethnic service users and prioritise the work based on data.**
- **We will strengthen alliances and broaden relationships with Black and Minority Ethnic faith and community groups**

3.13 Part time Workers Regulations 2000

Ensures that all part time workers are entitled to equal terms and conditions of employment as full time workers.

3.14 Employment Equality (Religion or Belief) Regulations 2003

Make it unlawful for an employer to discriminate against or harass a job applicant or employee on grounds of religion or belief (defined as any religion, religious belief or similar philosophical belief).

3.15 Employment Equality (Sexual Orientation) Regulations 2003

Make it unlawful for an employer to discriminate against or harass a job applicant or employee on grounds of their sexual orientation or perceived sexual orientation (defined as sexual orientation towards persons of the same sex, opposite sex or same sex and opposite sex).

3.16 Disability Discrimination Act (Amendment) Regulations 2003

All employers and service providers have to make reasonable adjustments to physical features of their premises to overcome any barriers to access.

3.17 Pledge

Disability

- We will work to move beyond compliance with disability law.
- We will ensure that all staff understand the medical and social model and are embedding the knowledge into their practice.
- We will ensure the needs of people with disabilities are continually assessed and appropriate measures taken to involve and meet individual needs.

3.18 Civil Partnership Act 2004

Allows same-sex couples to make a formal, legal commitment to each other by forming a civil partnership providing them with the same rights and responsibilities as opposite sex couples who enter into a civil marriage.

3.19 Gender Recognition Act 2004

Allows transsexual people to apply for full legal recognition in their acquired gender. The Act also defines an individual's gender history as protected information, prohibiting employers from disclosing it.

3.20 Pledge

Gender Recognition

- **We will raise awareness across the Trust of the Gender Recognition Act 2004.**
- **We will ensure training related to Trans values and culture is available and accessed within the Trust.**
- **We will develop relationships with community and voluntary sector groups supporting Trans communities.**

3.21 Employment Equality (Age) Regulations 2006

Prohibits discrimination on grounds of age in employment and training and provide greater rights for employees with regard to requesting to work beyond the normal age for retirement.

3.22 Pledge

Age

- **We will work towards ensuring that the Trust meets the age proposals set out in the equality bill before 2012.**
- **We will work towards ensuring that we do not offer inequitable services dependant on age.**
- **We will recognise and respect the different needs and aspirations of people of all ages within the workforce and our care.**
- **We will develop relationships with statutory and non-statutory organisations that have a focus on age.**

3.23 Equality Act 2006

Includes the creation of the Equality and Human Rights Commission. The Act makes it unlawful to discriminate on grounds of religion or belief or sexual orientation in the provision of goods, facilities and services, the management of premises, education and the exercise of public functions. It also places a positive duty on public authorities to promote equality between genders throughout all their functions.

3.24 Pledge

Religion or Belief

- **We will ensure that staff understand the relevance of spiritual wellbeing and beliefs for service users and carers.**
- **We will continue to develop the approach to spiritual care within the Trust.**
- **We will ensure the facilities are in place to provide people with the opportunities to fulfil their religious observances.**
- **We will work with faith communities to develop the support of spiritual wellbeing and religion or belief.**

3.25 Pledge

Gender

- **We will acknowledge and respect the different needs of men and women, boys and girls within our care and employment.**

- **We will collect and review data related to gender and we will use this to reduce the gaps and inequalities in outcome for men and women, boys and girls within our care and employment.**
- **We will work with statutory and non-statutory organisations that have a focus on gender equality.**
- **We will work to ensure the privacy, dignity and safety of men, women, girls and boys within our care and employment.**

3.26 Equality Act (Sexual Orientation) Regulations 2007

The regulations make discrimination in the area of goods, facilities and services on grounds of sexual orientation unlawful.

3.27 Pledge

Sexual Orientation

- **We will use the Equity Partnerships Bradford & Airedale districts Lesbian, Gay and Bisexual health needs assessment to inform our priorities and service improvement.**
- **We will work to create and maintain a positive and safe environment for LGB staff, service users and carers.**
- **We will work with statutory and non-statutory organisations that have a focus on the sexual orientation equality agenda.**
- **We will collect and review data related to sexual orientation and we will use this to reduce the gaps and inequalities in mental health and learning disabilities outcomes for lesbian, gay and bisexual people.**

3.28 The Equalities Bill

The Bill has two main purposes; to harmonise discrimination law, and to strengthen the law to support progress on equality. The Bill also;

- Adds the responsibility for public authorities to consider socio-economic¹ disadvantage when making decisions about their services.
- Extends the protection provided from harassment to include direct harassment against someone either because they associate with a member of a particular equality target group, or because they perceived (rightly or wrongly) to belong to that group.
- Sets out the expectation for public sector organisations to promote equality and use their position to support people in fostering good relations (getting along together).
- Allows Positive Action² to be used to enable existing or potential employees or customers to overcome or minimise a disadvantage arising from a protected characteristic³.
- Enables an employment tribunal to make recommendations even when a discrimination claim is lost to take certain steps to solve issues for the claimant and the wider workforce.

Socioeconomics or socio-economics is the study of the relationship between economic activity and social life.

Positive Action is the name given to activities undertaken in recruitment to promote take up of minority groups.

³ Protected Characteristic refers to the elements covered by equality law for example, race, gender, age etc.

- End age equality discrimination in the provision of goods and services.

3.29 Pledge

- **We will ensure that the Trust prepares for and complies with the provisions under the Equality Bill.**
- **We will consider the impact of our strategic decisions on people who are socio-economically disadvantaged through our equality impact assessment process.**
- **We will publish our gender pay gap as outlined within the legislation.**
- **We will use the age discrimination tool kit once released by the Department of Health to ensure that we address gaps and inequality in provision.**

3.30 Human Rights

At Bradford District Care Trust we aim to not only protect people's human rights but to conduct our services and functions within a framework of human rights. We aim to use our Equality Impact Assessment process to review the things that we do to ensure that they do not conflict or jeopardise people's human rights.

3.31 Pledge

We will respect all human rights including; the right to liberty, privacy, freedom of thought, conscience and religion, and the freedom to express beliefs.

4.0 The Local Community

4.1 Community is a broad definition which can often be used in different contexts and circumstances. The most commonly used definition would be that used to describe a group of people living in the same geographical area.

4.2 Within the equality agenda it is often used to describe a social, religious, occupational, or other group sharing common characteristics or interests and perceived or perceiving itself as distinct in some respect from the larger society within which it exists. In other words the distinct groups covered by the equalities legislation.

4.3 It is important for any organisation to have an understanding of the community (in both contexts) that it offers services to. Using this knowledge helps to design good quality services that really meet the needs of local people.

4.4 It is also important to acknowledge that individuals are usually members of more than one community of interest group. This leads to complex needs and can result in multiple experiences of inequality when there is a lack of understanding about their values, culture and subsequent need.

4.5 Bradford District Care Trust covers some very unique and distinct communities.

4.6 Craven

4.7 Migration to Craven is largely from elsewhere in Yorkshire and the Humber (in particularly Bradford and Leeds), along with migration from the North West.

4.8 Migration trends have been explored, in particular their role in influencing, the characteristics of in-migrations, the level of retirement migration and the extent to which people are leaving the District due to a lack of appropriate accommodation.

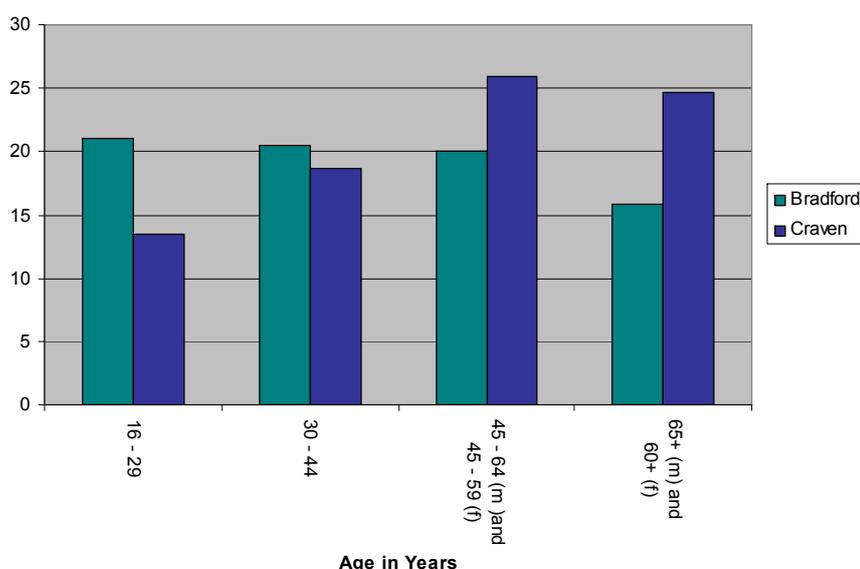
4.9 These are largely determined with three distinctive market typologies identified:

- Relatively self contained areas (e.g. Skipton, Settle);
- High priced rural markets (e.g. Upper Wharfedale), which is influenced by longer-distance migration from many parts of the UK;
- Areas particularly influenced by migration from adjoining areas, notably Lancaster, Pendle, Bradford and Harrogate.

4.10 Craven has an **ageing population** with more than 20% of the communities over 65 years and it is estimated by 2028, 38.6% of the population will be over 60. This is a huge challenge for public authorities as the NHS.

4.11 The graph below shows the contrast in age of the Bradford Local Authority and Craven populations.

4.12 Bradford and Craven Local Authority Area



www.ONS.gov.uk

4.13 The most recent data available for the Craven area is the 2007 census estimation data. In June 2007 Craven Local Authority area was home to approximately 54 000 people, 51% of those were female.

4.14 Craven Ethnicity Profile

Craven Ethnicity statistics 2001 Census					
Total: Resident Population	White ethnic group	Other ethnic group	Born in UK	Born in EU	Born outside EU
53,620	52,842	777	51,956	606	1058
	98.6%	1.5 %	96.9 %	1.1%	2.0 %

Projected main ethnic minority groups in Craven in 2005 and 2030

Craven Projected Ethnicity statistics (source: Leeds University/Yorkshire Futures)						
%	White	Mixed	Asian	Black	Chinese/other	Total BME
2005	96.7%	0.7%	1.8%	0.4%	0.4%	3.3%
2030	95.9%	1.1%	2.1%	0.4%	0.5%	4.1%

4.15 Disability Profile

Craven District Council estimate that 9241 people in the District have a limiting long-term illness, a partnership physical and sensory impairment strategy is being implemented to meet the needs of people with physical and sensory impairments. This is 16.5% of the total population.

<http://www.cravencd.gov.uk/Craven/Residents/Council+and+Democracy/Corporate+Information/CravenSustainableCommunityStrategy/StrengtheningCommunities/>

4.16 Sexual Orientation Profile

In the 2001 census 0.12% of the Craven population stated that they lived in a same sex couple which equates to 52 out of the 42 456 population at that time. In 2005 in preparation for the introduction of the Civil Partnership Laws the Government conducted a study that estimated 6% of the population, or about 3.6 million people in the UK, are gay, lesbian or bisexual. Working with the 2001 census population this works out to be a more realistic 2547 people.

4.17 Bradford Local Authority Area Community Profile

The Bradford Metropolitan District has a population of 484,500, and covers an area of some 141 square miles over Airedale, Wharf dale and the Worth Valley. The District includes Bradford City and the towns of Shipley, Bingley, Keighley and Ilkley. Bradford is a diverse district with sharp contrasts and challenges. Around one third of the District comprises of built up urban areas with two thirds rural, green belt. Bradford is a city rich in history, unique heritage and cultural diversity. It is the fifth largest metropolitan district in the UK. Looking beyond the physical fabric of the district there are a number of vibrant communities that exist in a population estimated in 2008 to be 500,000 people. It is one of the most rapidly growing cities in the UK. The population as a whole is much younger than the national average.

4.18 Bradford Local Authority Ethnicity Profile

Projected population 2005 for ethnic minorities resident in Bradford

Group	All People	%
White	366,767	75.6%
Mixed	8,439	1.7%
Asian	98,694	20.3%
Black	6,816	1.4%
Chinese	4,284	0.9%
Total	485,000	

These figures are taken from the projected population's document published in 2006 by the School of Geography at the University of Leeds for Yorkshire Futures. They are projected updates on the 2001 census figures

4.19 New migrant communities settling into Bradford

Although fresh statistics are not available since the 2001 Census, anecdotally it is evident that Bradford has seen a steady growth in the ethnic minority population, and that Bradford has accommodated over 7000 new economic migrants' workers from:

- Eastern Europe, the majority of who are from Poland, Slovak Republic, then Latvia and Czech.
- African Communities
- Chinese Communities

4.20 Religion and Belief

Faith and spiritual belief are a significant part of daily life in Bradford. Anecdotal evidence suggests that more than 78% of people in the district describe themselves as having links in one way or another to a faith community. The four largest faith communities in Bradford district are Christian, Muslim, Sikh, and Hindu. Many of the faith institutions and places of worship are involved in a wide range of educational, health and social welfare activities, especially for ethnic minorities. Places of worship offer major opportunities to engage health professionals, and those already involved in work with their own communities and congregations. Bradford District Care Trust is committed to working in partnership with Faith communities in order to improve the quality of life for their services users and staff through education, social inclusion values based initiatives

4.21 Sexual Orientation Profile

Using the estimate that 6% of the population is lesbian, gay or bisexual the predicted lesbian, gay or bisexual population in Bradford Local Authority Area is 29 100.

4.22 Disability Profile

The 2001 census states that the number of people with limiting long-term illness in Bradford was 86,486 (18.5%) out of a total population of 467,665. According to the Department of Health, the number of persons registered blind in Bradford as of 2003 is 1765 (0.4%) and 1810 (0.4%) are registered as partially sighted. The Department of Health state that the number of persons registered deaf in Bradford as of 2004 is 395 (0.1%) and 1800 (0.4%) are registered as hard of hearing.

4.23 Pledge *Communities*

- **We will keep up to date with changes and predictions to the local populations and adapt our services and plans accordingly.**
- **We will ensure that our workforce is aware of the community that the organisation services and the impact this has on service user, carer and staff needs.**
- **We will regularly compare local population data against our service user and staff data to ensure that we are developing our workforce and services to meet community need effectively.**

5.0 The framework for equality, diversity and human rights

5.1 Bradford District Care Trust is an NHS Employers positively diverse lead site. That means that we have been selected to demonstrate good practice to other Trusts in embedding equalities work into all elements of the organisation.

5.2 As a result of the work we have done over the past few years to embed equalities into everything we do we are thankfully, not starting from scratch with this strategy. There is an existing framework within the organisation to support the delivery of services in the spirit set out in our pledges. The elements of this framework are outlined below. We are committed to involving service users, carers, staff and the community in the equalities work.

5.3 Setting Standards

5.4 The Trust Values

In 2009 a new set of Trust values was created in partnership with staff, service users and carers. Equality, diversity and human rights run through the Trust values and as such they set the tone for all of our work.

Respect

- We value people as individuals, working with them to achieve their goals
 - We treat people with dignity and kindness
 - We embrace diversity and celebrate difference

Openness

- We encourage and demonstrate honest communication
 - We ensure everyone has a voice
- We are open to change and new ways of working

Improvement

- We maximise use of our resources to deliver best value
- We adopt a “right first and every time” approach and learn from our mistakes acting promptly to put them right
- We encourage accepting personal, individual responsibility at all levels, challenging each other to find better ways of doing things

Excellence

- We provide high quality, safe and efficient services
- We are customer focused and deliver on our promises
- We use and develop the expertise of our staff to provide the best possible user and carer experience

Together

- We work best through teamwork celebrating our successes together
 - Users and carers are part of our team
- We work well with our partners for the benefit of the communities we serve

5.5 Committing to ongoing improvements

5.6 The Single Equality Scheme 2008 – 2011

The Trust published a Single Equality Scheme in July 2008. The Single Equality Scheme will take the place of the single strand equality streams (race equality scheme, gender equality scheme and disability equality scheme) as they end their three year cycles. This is because it describes in a single document what Bradford District Care Trust will do to fulfil its statutory duty under all of the Equality Legislation. The scheme will become the delivery plan for this equality, diversity and human rights strategy.

5.7 Gender Equality Scheme 2007 – 2010

The Gender Equality Scheme sets out how Bradford District Care Trust will fulfil its gender equality duties. The action plan is reviewed for progress on an annual basis and the results are published on the Trust's website. In 2010 the scheme

will be replaced by the Single Equality Scheme. Objectives include: collecting, analysing and publishing data about the number of men and women in our workforce, and how often they access training and promotions for example, delivering training that challenges gender stereotypes and examines the impact stereotyping can have on services and experiences of service users, carers and staff.

5.8 Disability Equality Schemes 2006 - 2009

The Disability Equality Scheme sets out how Bradford District Care Trust will fulfil its gender equality duties. In December 2009 the scheme was replaced by the Single Equality Scheme. A full review of progress has been published on the Trusts website. Outstanding or further actions will be incorporated into the Single Equality Scheme. Objectives have included establishing a staff network for staff with disabilities and impairments to access, deliver social and medical model training for staff and ensure that people with disabilities are involved in equality impact assessing services.

5.9 Delivering Race Equality in Mental Health

Up until 2008 Bradford District Care Trust had a Race Equality Scheme. This has now been superseded by the Single Equality Scheme. There is a strong commitment to race equality within the Trust as a result of the diverse ethnic community within Bradford local authority area. The Single Equality Scheme includes specific objectives for race equality. For example; collect and use service user data to address under and over representation of ethnic minority groups using our services, involve community development workers in supporting service users and carers and equality impact assessments to create strong links with the community and publish data on the ethnicity of our workforce; including how often people access promotions, training and performance management procedures.

5.10 Pledge

- **We will deliver our Single Equality Scheme ensuring it is inclusive of service users and carer, community and staff views.**
- **We will review performance and publish the results on an annual basis.**
- **We will ensure that through its ongoing development the Single Equality Scheme includes specific actions related to the priorities of each equality strand.**

5.11 Delivering change and improvement across the organisation

5.12 Equality Action Plans

The Single Equality Scheme provides the organisation with a broad improvement action plan for equality, diversity and human rights. Bradford District Care Trust is split into Care Groups and Directorates that support the delivery of quality services it is important to break the Single Equality Scheme down into smaller action plans for each area. These plans are more detailed and include specific intentions that relate to the type of care, the people using the service, the workforce in that area and the type of work being carried out.

5.13 Equality Leads and Networks

Equality is everyone's business. With an organisation as large as Bradford District Care Trust it is important to have people within the workforce that are leading the equality agenda within their teams and service areas. These people are our equality leads and they have a key role in getting the important equality messages out to all staff.

5.14 In addition to this internal network of catalysts for equality, diversity and human rights we recognise that to be successful in our pledges we need to engage effectively with people outside of the organisation. Bradford, Keighley and Craven are diverse in their populations make up and so to understand the communities' needs we need to listen and involve a broad range of people in the delivery of our equality work.

5.15 As a result of this diversity there are many specialist voluntary, community and faith sector partners within the locality that can and already do support the Trust in this work. Likewise to really impact on equality we need to work alongside our public sector partners.

5.16 Pledge

- **We will develop our workforce and our relationships with external agencies, service users, carers and the community to establish a network of expertise to support the delivery of our Equality, Diversity and Human Rights Strategy.**

5.17 Training

We are committed to ensuring our workforce is trained in equality law, their responsibilities and the difference that cultural competence can make to service user and carer experience and access to our services.

5.18 Pledge

- **We will provide equality, diversity and human rights training for our Trust Board and workforce that is up to date with equality legislation and appropriately levelled according to staff roles and responsibilities.**
- **We will monitor attendance on training and how the knowledge gained is implemented.**

5.19 Staff Networks

The 2500 employees at Bradford District Care Trust are an invaluable asset in delivering quality services and care. The Trust takes the support of all employees seriously, we recognise that there are minority groups within the workforce that can support the delivery of culturally appropriate services because of their community links and own cultural experience. We are also aware that minority groups may be more likely to experience barriers or challenges within their working life. The Black Minority Ethnic, Disability and Lesbian Gay and

Bisexual Staff Networks have been set established to meet both of these priorities.

5.20 Pledge

- **We will continue to support the development of our staff networks so that they can deliver their aims.**
- **We will ensure that they have strong links with Human Resources and the Equality and Human Rights Review Panel.**

5.21 Equality Impact Assessments

It is important that we take the time alongside stakeholders to think about whether the way that services are run and policies and procedures are written leads to discrimination for staff or service users and carers from any of the equality groups. This process is called an 'equality impact assessment'. The process also highlights opportunities for us to actively promote equality through the things that we do and the services that we run.

5.22 This is particularly important when providing services to people who are often in vulnerable positions as a result of their mental health or learning disability.

5.23 Pledge

- **We will assess all our functions, policies and procedures to seek opportunities to promote equality and to ensure we do not discriminate.**
- **We will seek to train and involve stakeholders in the equality impact process.**
- **We will embed the equality impact assessment process into our business development processes.**

5.24 Collecting and Using Data

We understand that to get a clear picture of the quality of our services and how well they are meeting the needs of our service users and communities we need to have accurate and detailed data about our service users profile and the experiences of those service users.

- We will continue to set ambitious targets for equality data quality.
- We will develop case studies that can be used throughout the Trust to highlight good and poor practice in supporting service users, carers and staff from the protected characteristic groups.

5.25 Service Governance

Service governance systems play a vital role in ensuring that our services are safe and effective for all who access them and that those who do have positive experiences through that contact. As a result we have embedded equality monitoring and discussion into our service governance systems.

- We will continue to develop the discussions held around equality within the Trusts service governance systems.
- We will monitor progress against this strategy and the equality schemes to the service governance committee.

5.26 Developing relationships and delivering together with communities

5.27 Partnership working

5.28 As already outlined partnership working is an important tool for delivering this strategy, and the Trusts Equality Schemes.

5.29 Bradford District Care Trust does not exist within a bubble and however much we promote equality, reduce the likeliness of discrimination and remove inequality within our services and workforce the impact of wider society on people that come into contact with the organisation will create ongoing inequalities for us to tackle. To really impact on equality we need to play our part in building a picture of people's journey through life and how that leads them to our services or employment. This will help to maximise the impact of our work within the equalities agenda and contribute generally to the regeneration and improvement in quality of life for all residents within the Bradford and Craven Local Authority areas.

5.30 Pledge

- **We will work to expand our working relationships with partner organisations to deliver equality in the wider Bradford and Craven context.**

5.31 Community Involvement

It is widely accepted that meaningful community involvement is central to the development of healthy, strong and sustainable organisations. At Bradford District Care Trust we appreciate the importance and values added through involving citizens in decision making processes. This might be through the formal mechanisms being established through the Foundation Trust process, through representation and input into the Equality and Human Rights Review Panel, involvement in consultation and equality impact assessments or support in setting up new equality promoting services.

5.32 It is the organisations intention to develop a strategy for involving communities in our work effectively and beneficially both for ourselves and for the communities that get involved.

5.33 Pledge

- **We will develop a community engagement strategy to maximise the outcome of our community involvement work for all.**

5.34 Service User and Carer Involvement

Working progressively in equalities is about recognising people as individuals with different experiences, needs and ways of working. Involving service users and carers in their care, the way the organisation is managed and develops is vital to ensuring that we get things right. The Trust Board recognises that whilst there is a legal obligation to involve and consult service users, carers and the public, the rationale for involvement is about much more than fulfilling this duty. The benefits, values and positive outcomes of involvement are immense for both Trust staff and service users and carers. From an equalities perspective they include;

5.35 Services designed and adapted to better respond to service user and carer and community needs.

5.36 Services that are responsive to cultural, spiritual, faith, language and access needs through focussed engagement with communities of interest and voluntary, community and faith sector organisations to support and inform service user and carer involvement.

5.37 The Involving You Strategy launched in July 2008 sets out a strategic vision and delivery plan for effective service user and carer involvement.

5.38 The Trust recognises that there is a lot to be gained in delivering this strategy alongside the Involving You Strategy.

5.39 Pledge

- **We will deliver the Involving You Strategy in tandem with the Equality, Diversity and Human Rights Strategy to ensure maximum impact is gained with both.**

5.40 Checking things are working

5.41 Equality and Human Rights Review Panel

The Equality and Human Rights Review Panel is the Trusts formal mechanism for monitoring progress in delivering our equality objectives. These objectives are the ones in Equality Schemes and Equality Action Plans. Each Care Group and Directorate presents the progress they have made in delivering their Equality Action Plan over the last 6 months. They self assess themselves against an equalities assessment criteria and for each equality strand.

5.42 The panel is made up of stakeholders from the staff networks, community partner organisations, Human Resources and the Trusts Involvement and Equality Team. They provide presenters with support and challenge to deliver ongoing service improvements for staff, service users and carers from all equality strands.

5.43 There is also the opportunity for broader service users, carers, staff and community input through the panel representatives; this helps us to develop an

accurate picture of success, barriers and ongoing issues that need to be addressed through equality impact assessment.

5.44 Pledge

- **We will continue the development of the Equality and Human Rights Review Panel process to ensure it provides a robust measure and support for progress and performance in equalities and human rights work.**
- **We will involve communities, service users, carers and staff in the Equality and Human Rights Panel Process.**
- **We will ensure that the panel is facilitated to be an open, supportive and effective assurance mechanism.**

5.45 Service Governance Committee and Trust Board

The Trust Board are committed to the Trust delivering services that do not discriminate but actively promote equality of opportunity and outcome for all. There is a shared understanding that equality is core business to the organisation. As a result progress and emerging issues are reported to the Service Governance Committee on a six monthly basis. Service Governance Committee is a sub-group of the Trust Board.

5.46 The Trust Board receives an additional direct report of progress and forthcoming issues on an annual basis.

5.47 Pledge

- **Progress and emerging issues will be reported on a six monthly basis to the Service Governance Committee and Trust Board.**

5.48 Meaningful Leadership

We believe that commitment to equality from our leaders ensures maximum impact. At Bradford District Care Trust the Trust Board, Executive Management Team and Senior Management Teams recognise and acknowledge the value and relevance, to patient care, of maintaining a focus on equality, diversity and human rights in delivering change.

5.49 Pledge

- **We will ensure Trust Board level involvement in promoting the Equality, Diversity and Human Rights Strategy.**
- **We will ensure management level support for the delivery of the Equality, Diversity and Human Rights Strategy.**

6.0 Building Blocks for Equality, Diversity and Human Rights

6.1 From 2005 – 2008 Bradford District Care Trust was a location for the Delivering Race Equality Focused Implementation Site. This work identified some building blocks for race equality work. The approach was successful and as a result the building blocks became the foundation for equality work across all of the equality strands (Age, Disability, Gender, Race (ethnicity), Religion or belief, Sexual Orientation, Transgender).

6.2 These 4 building blocks have been added to, to ensure that we have a strong basis for delivering the pledges in this strategy and the equality schemes that sit alongside it. The progress checking that is reported to the Equality and Human Rights Review Panel, Service Governance Committee and the Trust Board will be done so using these headings as the structure.

- Appropriate and responsive services
- Better data more intelligently used
- Culturally Competent Workforce
- Community Engagement
- Service Governance
- Leadership
- Partnership Working

7.0 Reviewing the Strategy

7.1 It will be important to review this strategy on an annual basis to ensure that it is relevant with legislation and organisational, service user, carer and community priorities.

7.2 Through the life of the strategy the Equalities Bill will become legislation and with this transition changes may be made to our legal requirements.

7.3 A survey and consultation programme will run alongside the review of the Single Equality Scheme facilitated by the Equality and Diversity Team. The results of the consultation will be published on the Trust website as part of the Single Equality Scheme review.

8.0 Implementing the Strategy

8.1 The Trust is fully committed to delivering the equality, diversity and human rights agenda within the framework and spirit set out in this strategy. The Equality and Human Rights Panel will provide the main assurance system for ensuring this is done. A strategy network will be established including staff, service user,

carer, community and partner stakeholders. This network will act as a reference point and influencing group for checking progress and developing practice.

9.0 Measuring Performance

9.1 Performance will be measured on a six monthly basis and reported to Service Governance Committee. The following will be the strategies key performance indicators areas.

- Equality Impact Assessments carried out and their impact.
- Training carried out and its impact.
- Case Studies of quality care and care that meets service users social, cultural values and needs.
- Equality and Human Rights Review Panel self assessment criteria.
- The workforce profile reflecting the local community.
- Local voluntary, community and faith sector involvement in the work of the Trust.
- Collection and use of equalities data.

10.0 Reporting breaches or none compliance

10.1 We feel it is important to set out how you can raise any breaches or issues you experience with the way the Trust is delivering its services or supporting staff in relation to equality, diversity or human rights. There are some existing formal mechanisms for comments, complaints, grievances or disputes. The methods for doing this can be explained to you and accessed through the following people;

For service users/carers Trust PALS officers or the Complaints Manager

Via the PALS Team on 01274 408600

Via the Complaints Manager on (01274) 228314 or via e-mail

concerns.complaints@bdct.nhs.uk

For staff Point of Contact Officers

Via the Training and Development Manager 01274 228373

Or by referring to the following policies:

Complaints Policy

Grievance Procedure

Disputes Procedure

10.2 You can use the Equality and Human Rights Panel as a mechanism to raise a concern in relation to the way these pledges are being carried out in practice. . The Care Groups and Directorates report to the panel every 6 months in person and then three months following the panels in writing. For a copy of the panels Terms of Reference please contact the Equality and Diversity Team on 01274 228298.